

Overtime

Many Federal employees are covered by the Fair Labor Standards Act (FLSA), but certain employees in executive, administrative, and profession positions are exempt from the overtime provisions of the FLSA. If you are asked to work overtime, you should be aware of your status under the FLSA – that is, whether you are exempt (not subject to provisions of the FLSA) or non-exempt (subject to the FLSA's provisions). Your position description cover sheet contains your FLSA status.

If you are a non-exempt employee, you are entitled to overtime pay under the FLSA for approved hours above 80 worked during the pay period. The rate of pay for overtime is one and one half times your regular rate of pay. However, the maximum overtime rate is limited to the overtime rate of GS-10, step 1. You may request compensatory time off in lieu of overtime.

If you are exempt from the provisions of FLSA, you may be compensated in money or compensatory time off only if the overtime was ordered in advance.